



# United States Department of the Interior

BUREAU OF LAND MANAGEMENT  
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EMS TRANSMISSION: 8/15/03  
Instruction Memorandum **No. CA-2003-059**  
Expires: 09/30/04

**To:** All Supervisor and Managers

**From:** State Director

**Subject:** Competitive Areas

**Program Area:** Human Resource Management

**Purpose:** This Instruction Memorandum establishes and defines California's Competitive Areas for Reduction-in-Force purposes.

**Authority:** Title 5 CFR Part 531

**Background.** State Offices are authorized to define their own competitive areas in which employees compete for retention under Reduction-in-Force. Competitive areas are defined in accordance with 5 CFR 351.402 and made known to covered employees at least 90 days prior to the effective date of a Reduction-in-Force.

**Policy:** Competitive areas will remain in effect as stated in Attachment 1. However, if because of emergency circumstances the California State Office cannot meet the 90 day requirement the State Office may, through the Department of Interior, Office of Personnel Policy, request OPM to approve a shorter time frame (5 CFR 351.402(c)). The approval of such a request is subject to the discretion of OPM.

**Timeframe:** Effective immediately.

**Budget Impact:** May result in expenditure of funds to move employees from one geographical location to another in the event of a Reduction-in-Force.

**Coordination:** Human Resources, Associate State Director.

**Contact:** Questions concerning this policy should be addressed to Federica Lee, Staffing and Classification Section, at (916) 978-4468 or by e-mail at [flee@ca.blm.gov](mailto:flee@ca.blm.gov).

Signed by:  
Karen Barnette  
Acting State Director

Authenticated by:  
Richard A. Erickson  
Records Management

Attachment – Competitive Areas

## **Bureau of Land Management California Competitive Areas**

- All positions assigned to the CA State Office, Sacramento, CA and Folsom Field Office, Folsom, CA
- All the positions assigned to the Bakersfield Field Office, Bakersfield, CA
- All the positions assigned to the Bishop Field Office, Bishop CA
- All the positions assigned to the Hollister Field Office, and Ft Ord Project Office,
- All the positions assigned to the Alturas Field Office, Alturas, CA and Surprise Field Office, Cederville, CA
- All the positions assigned to the Arcata Field Office, Arcata, CA
- All the positions assigned to the Ukiah Field Office, Ukiah, CA
- All the positions assigned to the Eagle Lake Field Office, Surprise, CA
- All the positions assigned to the Redding Field Office, Redding CA
- All the positions assigned to the Ridgecrest Field Office, Ridgecrest, CA
- All the positions assigned to the California Desert District, Moreno Valley, CA and Palm Springs-South Coast Field Office, Palm Springs, CA
- All the positions assigned to the El Centro Field Office, El Centro, CA
- All the positions assigned to the Barstow Field Office, Barstow, CA
- All the positions assigned to the Needles Field Office, Needles, CA